

VACANCY



ABOUT GEITA GOLD MINING LTD

Geita Gold Mining Ltd (GGML) is Tanzania's leading gold producer with a single operation in Geita Region. The company is a subsidiary of AngloGold Ashanti, an international gold producer headquartered in South Africa, with operations in more than ten countries, in four continents. The mine is situated in the Lake Victoria Gold fields of Northwestern Tanzania, only about 85 km's from Mwanza City and 20 km's Southeast of the nearest point of Lake Victoria. The company has its head office in Geita, only 5 Km's west of the fast-growing town of Geita, and also a supporting office in Dar es Salaam. Applications are invited from ambitious, energetic and performance driven individuals to fill in vacant position(s) mentioned below:

Position:	Specialist 1 - Safety (UG).
Contract type & Duration:	Unspecified Time Contract
Department:	HSE.
Reporting to:	Superintendent - Safety.
Number of Positions:	One (1)

PURPOSE OF THE ROLE:

To Providing the technical support to GGM employees, visitors, contractors and assisting Safety Superintendent, Manager Safety and ERT and Senior Manager HSE & T to develop and implement GGM Integrated Safety Management System, Major hazard standard, Critical controls monitoring, Zero Harm innovation/initiatives and a safe working environment sufficient to maintain GGM's social license to operate in Tanzania and comply with the AGA, Ghana, and Tanzania BU and GGM frameworks for best practice internationally.

QUALIFICATIONS:

- Tertiary Safety Qualifications – Certificate / Diploma / Degree or equivalent (NEBOSH, IOSH, SAMTRAC/SHEMTRAC, NOHSC one & two, Chamber of Mine Safety, Management qualification (SDP))
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply.**

EXPERIENCE:

- A minimum of 5+ years' experience in large-scale mining is required.
- Experience in safety management Systems.
- Possession Of Tanzania driver license Class D or Above.
- Experience in accident/Incident Investigation course work.

MAIN OR KEY ACCOUNTABILITIES:

- Ensuring that all services and operations are undertaken with due regard to the AGA OHS policy and standards in line with ISO 45001:2018 System, IMIU and ICMI code Requirements.
- Advise and assist the Safety Superintendent to plan, implement and monitor implementation of the GGM Integrated Safety Management system, including ISO 45001:2018, legal, and AGA/BU policy standards.
- Providing professional and technical support to the Safety Superintendent in the monitoring and developing programs to ensure that all GGM operating procedures comply with AGA, BU and GGM Safety frameworks and best practice standards.
- Conduct research and recommend to the Safety Superintendent on developing Safety Programs based on new findings.

- Review safety performance and recommend to the Safety Superintendent a systematic program to monitor employees, equipment, and contractors, for effective compliance with Safety Management practices, standards, and requirements.
- Cooperate, participate, and facilitate IIP & Advanced Investigations, with a focus on Near misses & High potential incidents.
- Actively support the implementations, review and monitoring of targeted Safety Campaigns and related improvement initiatives.
- Cooperate and Support the Safety superintendent with the implementation of a GGM Fatal Risk Champion Program and related activities.
- Participate and coordinate risk assessment process on regular basis (BLRA, issue based and continuous.)
- Implement leading indicators Inspections, Hazards reporting and actions, Risk assessment, Plan tasks Observations, Safety Interventions, Safety Interaction, Caught in Act with the set target and deliverable. Further specific focus will be preparing Inspection Plan, manage implementation, daily, weekly, monthly, and quarterly inspections, and report writing and regular follow up on the findings for closure. Also conduct regular unplanned workplace inspection/visits.
- Manage ISIMS effectively and efficiently including training to all personnel under your area of accountability.
- Enforce Hazard Management Program by ensuring CCV are performed in a quality manner, Facilitate AuRisk Review within Mining Open Pit and updates CURA system.
- Develop your own PTOs Plans, undertake planned task observations, and assist with the development of job safety analysis.
- Facilitate the development and regular review of Safe work procedures as per the requirement.
- Ensure emergency management program within your area is up to date and active including planning and conducting drills.
- To evaluate potentially hazardous situations involving chemical, physical, and ergonomic stressors, as well as matters related to general workers hygiene, to provide educational programs related to health to the workers.
- To conduct incident/accident investigations.
- To assist in the formulation and implementation of GGM policies, guidelines, procedures, and codes of practices in your area of accountability.
- To monitor and audit the GGM's compliance with all acts, regulations, policies, codes, procedures, and guidelines in the area of health and safety.
- To provide a liaison with appropriate government regulatory agencies with respect to compliance with existing legislation and with respect to the impact of proposed legislation on the Geita Gold Mine.
- Submission of monthly activity report and any other report as required.
- Train and provide coaching to HSE Reps within your area of accountability.
- Coordinate departmental & Contractor's month safety meetings.
- Ensure all safety related support documents are in shared drives.
- Attend OHS Meetings and toolbox meetings as per the ISO 45001:2018 Communication, Consultation, Participation system element requirement.
- Assist and take part in the IMIU auditing processes.
- Lead the review to all documentation to align to document KIOSKY requirement.
- Provide coaching supports to HSE Reps within your area of accountability by initiating programs that will ensure their participation and skills growth in managing the OHS risks in their respective areas.
- Facilitate the awareness of mining safe working procedure to all team in the mining operation.

ADDITIONAL REQUIREMENTS:

- Able to operate at least one UG equipment's.
- Ability to identify potential hazards and advise on minimizing risks and assessing controls effectiveness.
- Ability to understand and review EHS systems.
- Ability to manage Occupational Health & Safety programs and interpreting safety data/information.

- Understanding site risks and recognizing developing workplace hazards.
- Ability to investigate safety incidents/accidents.
- Ability to formulate, present and evaluate training courses.
- Ability to establish priorities, follow up and complete tasks.
- Ability to facilitate four layers of risk management.
- Ability to facilitate Critical Control Verification for major hazard standards.
- Ability to develop safe working procedures.
- Ability to analyse incident trends and come up with improvement plans.
- Ability to investigate all incidents in a quality manner.
- Ability to write reports on HSE performances.
- Ability to facilitate management review.
- Ability to facilitate setting of objectives and targets.
- Ability to facilitate Bow Tie Analysis

MODE OF APPLICATION:

- Please apply through our recruitment portal by following the link below. Please click the **link** or type the **URL** address on a website browser to access the application portal.
- On the portal you will be required to upload your detailed CV, copies of relevant certificates, e- mail and telephone contacts, names, and addresses of three referees. Please do not attach certificates that are not related to the qualifications stated above.
- You will also be required to upload a cover / application letter addressed to “Senior Manager Human Resources”, Geita Gold Mining Ltd”. Subject should be “**Specialist 1 - Safety (UG)**”.

Application Link: <https://careers.anglogoldashanti.com/job-invite/23721/>

- If you struggle to apply via the link provided, please head over to our website <https://www.geitamine.com/en/people/> for a step-by-step guide on how to apply for jobs on our recruitment portal (*SuccessFactors*).
- You will be required to present original certificates if you are contacted for interviews.
- Internal Applicants (those currently employed by AngloGold Ashanti) must have their application letter endorsed by their Head of Department (HOD) or Manager once Removed (MoR).

APPLICATION DEADLINE:

- Applications should reach the above on or before **14th April 2024 at 5:30 PM**.
- Only shortlisted candidates will be contacted for interviews.

BEWARE OF CONMEN! GGML does not receive money in exchange for a job position. Should you be asked for money in exchange for a job offer or suspect such activity, please report this immediately to our Security Department, Investigation Unit, by calling +255 28 216 01 40 Ext 1559 (rates apply) or use our whistle-blowing channels by sending an SMS to +27 73 573 8075 (SMS rates apply) or emailing speakupAGA@ethics-line.com or use the internet at www.tip-offs.com

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Position:	Tradesperson 1 - UG Welder
Contract type & Duration:	Unspecified Time Contract
Department:	Underground Mining
Reporting to:	Supervisor - Underground Mining
Number of Positions:	Two (02)

PURPOSE OF THE ROLE:

To prepare and perform all underground and CAF task which involve welding such as vent door welding and fixing, barricade skeleton construction, vent gate welding, fixing and any other task assigned by your supervisor.

QUALIFICATIONS:

- Secondary School Education Examination (CSEE).
- Welding trade test certificate with construction experience.
- Valid Tanzanian Driving Licence with defensive driving skills.
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply.**

EXPERIENCE:

- 3 years of operational experience on underground operation.
- Must have detailed knowledge and experience on multiple metal cutting welding and fabrication methods.
- Ability to conduct welding for both workshop and in underground environment.
- Able to plan and mobilize equipment on hot work environment.

MAIN OR KEY ACCOUNTABILITIES:

- Measuring and cutting material to specification.
- Ability to construct vent door for ventilation regulation.
- Ability to construct vent doors and Gates.
- Be able to plan before execution.
- Ability to select material for welding and advice management on material to use on underground environment to be standard.
- Report to supervisor any safety or equipment damage immediately.
- Ability to construct barricade skeleton.
- Observe all safety requirements relevant to task performed.
- To assist other underground service works during construction of activities.
- Be able to adhere to all safe working practices and procedures for UG operation.
- Carry out work as requested or directed.

- Be able to work on both underground and surface welding task.
- Be able to read and understand designed CAF reticulation equipment Plans, detailed engineered print and layouts.
- Be able understand underground mining Operations and solid safety performance at the personal and professional level.

TECHNICAL COMPETENCIES REQUIRED:

- Ability to read and understand welding drawings.
- Ability to Cut and weld metal per specified standard.
- Ability to prepare work plan and site prep.
- Masonry experience.

ADDITIONAL REQUIREMENTS:

- Excellent communication in English, both writing and verbal.
- Basic knowledge of UG CAF/PASTE system.
- Hazard identification and risk assessment.
- Mine health and Safety act awareness.
- Sound knowledge on health, safety and Environmental issues and procedures.

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- You will also be required to upload a cover / application letter addressed to “**Senior Manager Human Resources, Geita Gold Mining Ltd**”. Subject should be “**Tradesperson 1 - UG Welder**”.

Application Link: <https://careers.anglogoldashanti.com/job-invite/23851/>

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- You will be required to present original certificates if you are contacted for interviews.
- Internal Applicants (those currently employed by AngloGold Ashanti) must have their application letter endorsed by their Head of Department (HOD) or Manager once Removed (MoR).

APPLICATION DEADLINE:

- Applications should reach the above on or before **19th April 2024 at 5:30 PM**
- Only shortlisted candidates will be contacted for interviews.

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Position:	Coordinator 1 – Safety (Traffic).
Contract type & Duration:	Unspecified Time Contract
Department:	HSE.
Reporting to:	Specialist 1 - Safety.
Number of Positions:	One (1)

PURPOSE OF THE ROLE:

The incumbent is to provide technical support to GGM employees to Geita operations and it is linked with provision of service to site on both permanent and or short-term basis.

To assist Safety Specialist to develop and implement the GGM and OHS Management Plan which is Integrated to Safety Management System, and create a safe working environment sufficient to Maintain GGM's social license to operate in Tanzania and comply with the AGA and GGM frameworks, for best practice internationally.

QUALIFICATIONS:

- Tertiary Safety Qualifications – Certificate / Diploma / Degree or equivalent (NOSHC 1/NOSHC 2/NEBOSH, IOSH, SAMTRAC/SHEMTRAC, Chamber of Mine Safety, Management qualification (SDP))
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply.**

EXPERIENCE:

- A minimum of 5+ years' experience in large-scale mining is required.
- Experience in safety management Systems.
- Possession of First Aid Certificate or Occupational First Aid.
- Possession Of Tanzania driver license Class D or Above.
- Experience in accident/Incident Investigation course work.

MAIN OR KEY ACCOUNTABILITIES:

- Advising Management on executions of job assigned by considering knowledge, time, circumstances, available resources etc. to ensure quality of work delivery.
- Committing your best endeavors and full capability to the work assigned.
- Assists to develop and implement effective department Management Plan or system and supporting tools to monitor effectiveness.
- Advise and assist the Safety Specialist to plan, implement and monitor implementation of the GGM Integrated Safety Management system, including ISO 45001 and ISO 14001, legal and AGA policy standards.

- Assist to conduct research and recommend to the Management on developing Safety Programs based on new findings.
- Assist to review safety performance and recommend to the Safety specialist systematic program to monitor employees, equipment, and contractors, for effective compliance regarding Safety Management practices, standards, and requirements.
- Cooperate, conduct, and participate on the Incidents Investigations, with a focus on Near-miss & High potential incidents.
- Assist Actively support the implementations, review and monitoring of targeted Safety Campaigns and related improvement initiatives.
- Support the Safety Specialist –with the implementation of Major Hazards program and critical controls Program.
- Participate and coordinate risk assessment programs on regular basis (BLRA, issue based and continuous, JSA /Take5.)
- Participate and coordinate Bow Ties risk assessment programs to departments.
- Prepare Inspection plan and execute them on daily basis, weekly, monthly, and quarterly, also conduct unplanned inspection/visits to various areas across the mine site.
- Report writing and regular follow up on the findings for closure.
- Manage iSIMS effectively and efficiently including training to all personnel under your area of accountability.
- Enforce Hazard identification reporting and correction Management Program.
- Develop your own PTOs/SAOs Plans, undertake planned task observations, and assist with the development of job safety analysis with approved targets.
- Assist Development and regular review of Safe work procedures as per the requirement.
- Assist Ensure emergency management program within your area is up to date.
- Assist to evaluate potentially hazardous situations involving chemical, physical, and ergonomic stressors, as well as matters related to general workers hygiene, to provide educational programs related to health to the workers.
- Assist to monitor and audit the GGM's compliance with all acts, regulations, policies, codes, procedures, and guidelines in the area of health and safety.
- Submission of monthly activity report and any other report as required.
- Assist in training and provide coaching to HSE Reps within your area of accountability.
- Assist on ensuring all safety related support documents are in shared drives.
- Attend OHS Meetings and toolbox meetings as per the ISO 45001 Communication, Consultation, and Participation system element requirement.
- Assist and take part in the applicable systems implementation and auditing processes.
- Advise and assist the Safety specialist to plan, implement and monitor implementation of the Traffic Management Plan.

ADDITIONAL REQUIREMENTS:

- Ability to identify potential hazards and advise on minimizing risks and assessing controls effectiveness.
- Ability to understand and review EHS systems.
- Ability to manage Occupational Health & Safety programs and interpreting safety data/information.
- Understanding site risks and recognizing developing workplace hazards.
- Ability to investigate safety incidents/accidents.
- Ability to formulate, present and evaluate training courses.
- Ability to establish priorities, follow up and complete tasks.
- Ability to facilitate four layers of risk management.
- Ability to facilitate Critical Control Verification for major hazard standards.
- Ability to develop safe working procedures.
- Ability to analyze incident trends and come up with improvement plans.
- Ability to investigate all incidents in a quality manner.
- Ability to write reports on HSE performances.
- Ability to facilitate management review.
- Ability to facilitate setting of objectives and targets.

- Ability to facilitate Bow Tie Analysis

MODE OF APPLICATION:

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- You will also be required to upload a cover / application letter addressed to “Senior Manager Human Resources”, Geita Gold Mining Ltd”. Subject should be “**Coordinator 1 – Safety (Traffic)**”.

Application Link: <https://careers.anglogoldashanti.com/job-invite/23719/>

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- Internal Applicants (those currently employed by AngloGold Ashanti) must have their application letter endorsed by their Head of Department (HOD) or Manager once Removed (MoR).

APPLICATION DEADLINE:

- Applications should reach the above on or before **14th April 2024 at 5:30 PM**.
- Only shortlisted candidates will be contacted for interviews.

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Position:	Technical Specialist – HME Maintenance UG
Contract type & Duration:	Unspecified Time Contract
Department:	Engineering
Reporting to:	Superintendent 2 - UG HME Maintenance
Number of Positions:	One (01)

PURPOSE OF THE ROLE:

The post holder is part of the HME Technical Team reporting to the Underground Superintendent and is responsible for assisting the Underground Mechanics, team plus working very closely with experts with all aspects of effective Facilities Maintenance at the UG HME department.

To be proactive and able to work well both individually and as part of a team with the ability to develop their skills and the skills of those around them. He will be primarily responsible for helping the successful delivery of the planned maintenance regime, fulfilling its statutory obligations, whilst also providing a breakdown reactive response harmonizing both customer and organizational requirements.

QUALIFICATIONS:

- FTC/Diploma/ Bachelor of Science in Engineering.
- Trainer / coach qualification i.e., Certification / Diploma – preferred.
- Must possess valid Tanzanian driving license and capable of driving in mining environment.
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply.**

EXPERIENCE:

- Minimum of 5 years' experience in Underground Mining Equipment Maintenance repair with at least 3 years working in multi-national organizations.
- Demonstrable 2+ years' experience as a trainer/coach

MAIN OR KEY ACCOUNTABILITIES:

- Good awareness and ability to manage safety, health, and environmental aspects in the workplace.
- Commit your best endeavors and full capability to the work assigned by your Superintendent.
- Ask your Superintendent if you do not understand the work, they have assigned to you, or if the assignment does not fit with your knowledge of the circumstances, current skills, or available time and resources.
- Advise your Superintendent of any situations or conditions that could create obstacles to or opportunities for, the work of the managerial team or company.

- Demonstrate work behaviors consistent with the company values and work within prescribed boundaries, including required behaviors, company policies, standards, procedures, and legislation requirements.
- Disclose timely information to your manager when accountability cannot be met within time limits or can be met with less time or resources than planned.
- To write and prepare reports with photos of each major failure and documented the same.
- To support the team to comply with the work schedule while attending to emerging work efficiently and to ensure availability and reliability of equipment is optimized.
- Support our workforce to work safely by identifying and managing workplace hazards associated with the work being performed.
- Provide expert advice to UG maintenance supervisors and trades personnel engaged in the maintenance of the mining fleets as directed by the superintendents.
- Development of the scope of UG work for major works associated with the underground mining fleet.
- To ensure work is performed to the OEM's requirements and that best fitment and installation practices are adhered to and imparted to the workforce.
- To monitor UG maintenance skill levels, providing necessary on-the-job training whenever necessary.
- To maintain a register of training for UG maintainers and to ensure the workforce can work without supervision.
- Expert knowledge and experience with the tools and equipment used in the maintenance of the UG Mining fleet. Knowledge of equipment inspection and routine servicing procedures.
- To continually check all work in progress by monitoring quality and being involved in daily Inspections.
- Perform Diagnostic electrical tests as needed.
- Must be able to work (fault finding and repairs) on remote systems underground.
- To assist the teams in developing work packages and procedures for all work performed so that accurate work packages are established for future work.
- To work with the planners to ensure spares and materials are optimized under the VMI contract with MANTRAC and SANDVIK.
- To identify work raised through the maintenance system into each equipment's backlog for coming services.

TECHNICAL COMPETENCIES REQUIRED:

- Ability to drive in Mining environment.
- Ability to operate required tools and equipment in a safe and accountable manner.
- Previous experience in a similar role or time spent working on mechanical components on the equipment.
- Ability to read and write to maintain daily logs.

MODE OF APPLICATION:

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- You will also be required to upload a cover / application letter addressed to “**Senior Manager Human Resources, Geita Gold Mining Ltd**”. Subject should be “**Technical Specialist – HME Maintenance UG**”.

Application Link: <https://careers.anglogoldashanti.com/job-invite/23215/>

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- You will be required to present original certificates if you are contacted for interviews.

- Internal Applicants (those currently employed by AngloGold Ashanti) must have their application letter endorsed by their Head of Department (HOD) or Manager once Removed (MoR).

APPLICATION DEADLINE:

- Applications should reach the above on or before **12th April 2024 at 5:30 PM**
- Only shortlisted candidates will be contacted for interviews.

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